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## LC'S AFFIRMATIVE ACTION PLAN: A SURVEY OF PROGRESS

In accordance with the provisions of the Equal Employment Opportunity Act of 1972, Eugene Walton, Assistant Director of Personnel for Equality Programs, has prepared and submitted to the Librarian of Congress for his evaluation a progress report on the Affirmative Action Plan for fiscal 1973. A survey of progress under this plan indicates that significant measures have been taken by the Library to create a program aimed at the needs of its employees in terms of (1) training, recruitment, testing, and placement; (2) identifying employees in lower and middle level positions with the objective of training and counseling them for more meaningful positions; (3) communicating to staff on the progress of employment opportunities in the Library and soliciting their views and proposals on such matters; and (4) reorganizing and budgeting those offices directly concerned with the implementation and shaping of affirmative action items.

(1) Some of the major developments that have taken place in the area of training within the framework of the Affirmative Action Plan during the past year included:

– A restructuring of the mandatory training course for supervisors, "Supervision and Group Performance," to include a two-hour segment on equal opportunity policies, procedures, practices, and plans;

– A typing class to upgrade the skills of lower grade employees as well as a training program in cooperation with the Southwest Training Center to equip 90 employees with less than 12 years of formal education to take and pass the test for the General Equivalency Diploma;

– The addition of two career counselors to the

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**Results of the Library's Affirmative Action Questionnaire are in Appendix I of this issue.**

## CZECH BOOKS DONATED TO LC

A valuable collection of books relating to Czechoslovakian religious history and to the Reformation was recently donated to the Library by the widow of the eminent scholar Professor Matthew Spinka. The collection contains several publications reflecting the religious life of Brethren churches in exile, including a 1743 Czech language edition of the writings of Count Zinzendorff, a German religious leader and protector of the Moravian Brethren, and a 1757 Berlin imprint of Jan Amos Comenius' *Hystorya o Smučeni a Smrti, Pohřbu y Wzkřisseni Páne nasseho Ježisse Krysta*, the story of Christ from the Passion to the Resurrection.

This gift adds to the important collection on Czech intellectual and religious history purchased by the Library from Professor Spinka several years ago, and enhances the Library's strong research resources on Czechoslovakia's past.

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## FOOD SERVICE IN THE LIBRARY

### Space for Lunch: A Moveable Affair

*By Nancy L. Benco*

*The evolution of the food service establishments in the Library of Congress is largely a story that mirrors the continuing growth and development of the Library itself. Particularly with today's squeeze on pocketbooks, one imagines, nostalgically, what it would be like to enjoy the economy of a 10-cent sandwich or the 30-cent lunch of by gone years. In this, the second of two articles on the subject, the tale clearly demonstrates what any student of human nature would predict: the inevitable ups and downs of trying to accommodate the appetites of a heterogeneous group composed of thousands of staff, readers, and visitors representing many different cultures each weekday through the years.–Ed.*

The resignation of H. H. Powell as manager of the Library of Congress cafeteria in May 1938 spelled the end of an era of small, family-run concessions and initiated a tie between the Library and a large, corporate food services operation which continues to this day. The last 35 years also have witnessed numerous shifts in eating facility locations, lengthy shutdowns, and extensive expansion programs.

The third floor cafeteria reopened on September 8, 1938, under the management of the Welfare and Recreational Association of Public Buildings and Grounds, a private nonprofit corporation founded in 1927 and renamed Government Services, Inc. in 1945. The new management offered as its opening-day menu special braised beef, julienne carrots, vegetable plate, bread, butter, and beverage, all for 30 cents.

In attempting to offset the losses incurred during its first year of operation, the Association closed the cafeteria from June to September 1939 while Congress was adjourned, a shutdown that was repeated in following summers. During the summer lull of 1939, a young woman named Elizabeth Ray opened a lunchroom in the tunnel connecting the Main Building with the new Annex Building and sold a variety of sandwiches for eight cents each, a very popular item with the staff. The lunchroom was taken over by the WRA Association that fall.

The Librarian of Congress, Herbert Putnam, had dined often with his division chiefs at a special table in the third-floor cafeteria. His successor Archibald MacLeish, elaborated on the idea and popularized what became widely-known as the round-table luncheons. Chiefs, assistant chiefs, chiefs of projects, consultants, honorary consultants, fellows, and associate follows gathered for lunch in two small rooms adjacent to the cafeteria (in space presently occupied

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## SENATE ACTS ON FISCAL 1974 APPROPRIATIONS

The Senate Committee on Appropriations reported (S. Report 323) H.R. 6691, the bill making appropriations for the legislative branch for fiscal year 1974, on July 18. The bill was passed by the Senate on July 19. The Senate recommended an appropriation of $82,371,150 for the Library of Congress, an increase of $614,500 over what the House of Representatives recommended. [See LC *Information Bulletin*, of April 13, pp. 121-122.] The $614,500 increase would allow for nine positions and $133,000 required for the National Serials Data Program and $132,500 for the Division for the Blind and Physically Handicapped. No other increases over the House-approved bill were allowed. The bill now goes to a Conference Committee.

*The Library of Congress has undertaken a project to conduct a review and analysis of employment tests administered in the Library to new employees and to employees seeking new positions. Lawrence Johnson & Associates, Inc., has been awarded the contract to perform this study and to make recommendations on how the Library can improve its use of these tests. Their work should be completed by November 1.*

*At the Librarian's Conference on July 12, Lawrence B. Johnson and the Project Director for the Library evaluation, Carolyn R. Payton, described their proposed study to Library officers. Pictured (l-r) are Elizabeth H. Kegan, Assistant Librarian of Congress; Mr. Johnson; the Librarian; Mrs. Payton; and John G. Lorenz, Deputy Librarian of Congress.*

*Lawrence Johnson & Associates is currently providing Library supervisors with forms for identifying and making an inventory of tests which the firm should study, and will also have forms on which employees may make suggestions about the tests to be reviewed.*

## EARLY U.S. MAPS AND ATLASES EXHIBIT TO OPEN AUGUST 1

On August 1 the Library of Congress will open an exhibit of maps and atlases dating from the early years of the printing of maps by lithography. Generally the materials in the display date from 1820 to 1850, although the earliest item in the display, printed in England by the Quartermaster General's Office, in the Horse Guards, Whitehall, dates to 1814. This is a military map entitled "Sketch of the March of the British Army under Genl. Ross From the 19th to the 29th August, 1814." It relates to the battle of Bladensburg, Md. The earliest atlas in the display is Antoine Schneider's *Nouvel Atlas pour Servir à l'Histoire des Iles Ioniennes* (Paris, 1823).

In the United States the lithographing of maps began somewhat later than in Europe. Among the more prominent early lithographic firms that produced maps before 1850 were those of W. S. Pendleton of Boston, N. Currier of New York, P. S. Duval of Philadelphia, T. Sinclair of Philadelphia, and W. Endicott of New York. The earliest U.S. map in the exhibit is H. Ball's "Map of the Military Bounty Lands in the State of Illinois Showing the True Boundaries of each county, as fixed by the Legislature in 1825." It was printed in 1827 by the lithographer Michael Williams of New York City, who apparently, produced no other maps. Other very early American lithographic maps were rendered by the Pendleton firm and include a map of Lynn and Saugus, Mass. (1829), a map of Groton, Mass. (1831), and a geological map of Massachusetts (1832).

The exhibit of approximately 20 items will be on view in the north and northeast corridors of the Ground Floor of the Main Building for an indefinite period.

## GLENN ZIMMERMAN, ROBERT BRAY RECEIVE TOP ALA AWARDS

Glenn A. Zimmerman, Executive Officer, Processing Department, has been awarded the 1973 Esther J. Piercy Award, presented annually in recognition of a

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**AFFIRMATIVE ACTION**
*(Continued from p. 261)*

staff of the Training Office and a proposed plan for Library-wide career counseling;

– The expenditure of over $16,000 in Tuition Support from the Affirmative Action budget for employees wishing to further their careers in the Library, and a doubling of funds spent by the departments and the Office of the Librarian ($30,000 in fiscal 1972 to over $60,000 in fiscal 1973).

– The establishment of a Public Service Careers Program. To date 83 upgrade participants have been identified within the Library and 32 entry level employees have been placed in meaningful positions.

In addition to the training of supervisors and staff, the areas of recruitment, placement, and testing have been given considerable attention within the context of the Library's Equal Employment Opportunity Program. The Placement and Classification Office initiated a review to expand the use of the Resource File to cover the identification of job categories with little or no minority representation and to include more sources of minority applicants, more recruitment visits, and the recruitment for groups of positions.

With respect to individual advancement and promotion, the Library has in the first instance, made an analysis of turnover rates for certain groups of positions indicated for advancement and it has designated appropriate entrance level positions. Data on the qualifications required for each position in the Library has been collected and additional use of this information will enable identification of positions and training required to facilitate movement from one group of positions to another.

"Promotion Plans" were made a primary focus of all personnel classification and maintenance reviews conducted under Library regulations after December 1972. A separate study examining the possibility of guidelines and regulations on promotion plans has begun.

All testing administered within the Library will be subject to review and analysis by a minority research firm engaged on contract to insure that tests are commensurate with the requirements and objectives of the 1972 Equal Employment Opportunity Act. [See p. 263 for photo story.]

(2) The Personnel Office completed a study–based on position control files as of December 1972–identifying 2,375 employees GS-8 and below to determine what percentage have been in the same grade 3, 5, or 10 years or more. The study revealed that 7 percent of all Library employees below GS-8 had been in the same grade for three years, 3 percent had been in the same grade for five years, and less than 1 percent had been in the same grade for 10 years or more. This data will be used for career counseling and upward mobility consideration of the employees in these categories.

With a view toward making advancement more feasible, the Placement and Classification Office has compiled data on all position descriptions in the Library, including position qualification requirements, with the objectives of structuring career ladders for positions leading upward and identifying dead-end positions for which no career ladders currently exist. Both the Placement and Classification Office and the Training Office are now working on counseling individuals for advancement and are attempting to restructure dead-end positions in order to allow some possibility of upward mobility for employees in them.

(3) To communicate to staff about its policies and plans regarding the Affirmative Action Plan, the Library has featured various relevant articles in its *Information Bulletin* and has issued special announcements on the development and activities of the plan.

Under the action item concerning soliciting views and suggestions from interested parties, the Library's Affirmative Action Plan for fiscal year 1973, as well as its draft revision of the Discrimination Complaints Procedure, were circulated to all recognized staff organizations and operating officials for their opinions and proposals. In addition, the Assistant Director of Personnel for Equality Programs has had interviews with all Department Directors, Executive Officers, and Chairpersons of the various Human Relations Committees to elicit their responses on the Affirmative Action Plan. A survey of employees' program preferences and expectations of the Affirmative Action Program was conducted in June 1973 in which 1,759 employees responded. [See Appendix I for complete results.] Further plans are being made to solicit opinions and suggestions on various aspects of equal employment opportunities from members of the staff and others.

(4) Most of the $150,000 fiscal 1973 supplemental appropriation for the Equal Employment Opportunity Program was used in the affirmative action portion of the program which required 14 positions in all, including an Assistant Director of Personnel for Equality Programs, a permanently funded Equal

*(Continued on p. 266)*

## LC MINORITY EMPLOYMENT

**A statistical survey of minority employment in the Library of Congress for the period since the last statistical survey of November 26, 1972**

*Analysis of Full-Time Employment*
*All Pay Systems*

| Category | November 26, 1972 Number | November 26, 1972 Percent | June 14, 1973 Number | June 14, 1973 Percent | Percent Change* |
|---|---|---|---|---|---|
| American Indian | 2 | 0.1 | 3 | 0.1 | 0 |
| Negro | 1507 | 37.7 | 1624 | 38.5 | +0.8 |
| Oriental | 108 | 2.7 | 122 | 2.9 | +0.2 |
| Spanish Surnamed | 42 | 1.1 | 33 | 0.8 | −0.3 |
| All Other Employees | 2333 | 58.4 | 2439 | 57.8 | −0.6 |
| TOTAL | 3992 | | 4221 | | |

*Comparison of Minority Employment at LC Between May 1971 and May 1973*

| | Percent Minority May 1971 | Percent Minority May 1973 | Net Change |
|---|---|---|---|
| GS 1-4 | 76.7% | 70.5% | −6.2% |
| GS 5-8 | 48.1% | 51.1% | +3.0% |
| GS 9-11 | 19.1% | 25.4% | +6.3% |
| GS 12-13 | 12.3% | 13.7% | +1.4% |
| GS 14-15 | 6.0% | 6.6% | +0.6% |
| GS 16-18 | 1.6% | 7.6% | +6.0% |

*Analysis of Full-Time Employment*
*General Schedule and Similar Pay Systems*

| Pay System General Schedule and Similar | Full-Time Employees | Negro | Percent Change* | Spanish Surnamed | Percent Change* | Oriental | Percent Change* | American Indian | Percent Change* | All Other Employees | Percent Change* |
|---|---|---|---|---|---|---|---|---|---|---|---|
| GS 1-4 | 606 | 421<br>69.5% | +2 | 3<br>0.5% | +0.3 | 3<br>0.5% | +0.3 | | | 179<br>29.5% | −3 |
| GS 5-8 | 1521 | 743<br>48.8% | − .4 | 9<br>1.6% | +0.1 | 26<br>1.7% | +0.4 | | | 743<br>48.8% | +0.8 |
| GS 9-11 | 940 | 182<br>19.4% | +1.1 | 12<br>1.3% | +0.1 | 45<br>4.8% | −0.1 | | | 701<br>74.6% | −1 |
| GS 12-13 | 597 | 35<br>5.9% | −0.3 | 7<br>1.2% | 0 | 38<br>6.4% | +0.3 | 2<br>.3% | 0 | 515<br>86.3% | +0.1 |
| GS 14-15 | 228 | 7<br>3.1% | +0.3 | 1<br>0.4% | −0.6 | 7<br>3.1% | +0.3 | | | 213<br>93.4% | 0 |
| GS 16-18 | 66 | 3<br>4.5% | +1.2 | 1<br>1.5% | +1.5 | 1<br>1.5% | −0.2 | | | 61<br>92.4% | −2.6 |

**There are 253 employees paid under wage systems; 237 (93.7 percent) are minority-group employees.**

*Breakdown By Sex*

| Pay System General Schedule and Similar | Full-Time Employees | Male | Percent Change* | Female | Percent Change* |
|---|---|---|---|---|---|
| GS 1-4 | 606 | 231<br>38.1% | −3 | 365<br>60.2% | +1.3 |
| GS 5-8 | 1521 | 625<br>41.1% | −0.6 | 896<br>58.9% | +0.6 |
| GS 9-11 | 940 | 461<br>49% | −0.8 | 479<br>50.9% | +0.7 |
| GS 12-13 | 597 | 346<br>57.9% | +0.6 | 251<br>42% | −0.7 |
| GS 14-15 | 228 | 183<br>80.3% | −0.4 | 45<br>19.7% | +0.4 |
| GS 16-18 | 66 | 62<br>93.9% | −2.8 | 4<br>6.1% | +2.8 |
| TOTAL | 3958 | 1918 | 48.4 | 2040 | 51.5 |

*Indicates percentage of change since November 26, 1972.

## AFFIRMATIVE ACTION

*(Continued from p. 264)*

Opportunity staff, and other positions in the Personnel Office that were assigned responsibilities in the areas of recruitment and placement, employee development, and manpower data analysis.

Although these and other affirmative action items have been implemented to broaden the appeal of upward mobility and make it effective, action items planned but not completed will be continued in succeeding years. The Equal Employment Opportunity Affirmative Action Plan for fiscal year 1974 will embody new action items, including a program to evaluate Library employment qualifications and requirements for job relatedness and business necessity.

The pattern of implementing and completing action items under the Affirmative Action Plan and adding other meaningful ones as needs arise has been established. The overall plan will continue to be developed from the suggestions and recommendations of interested and informed staff groups along with managers and supervisors and the appropriate staff of the Personnel Office and the Equal Opportunity Office. It is hoped that in the future these elements will work together for further strengthening of the Affirmative Action Plan and make it responsive to the needs of all Library employees.

## STAFF NEWS

### DEATH OF FORMER STAFF MEMBER

**William C. Sturgis,** former Head of the then Local Loan Section, Loan Division, died on Saturday, July 14, in Kearneysville, W. Va.

Mr. Sturgis, a native of Maryland, was born in Princess Anne, in 1900 and received his bachelor's degree from the University of Maryland in 1923. He did graduate work there and at George Washington University. Appointed to the Library staff in 1923 as Chief Assistant in the then Division of Document, he served as that division's Assistant Chief in the fall of 1931 and was widely recognized as an authority on the documents of foreign governments.

After serving in the Reading Rooms for a brief period he became a member of the orignal staff of the Loan Division upon its establishment in 1944 and became Head of its Local Loan Section in 1945. Mr. Sturgis retired on December 30, 1965, after more than 42 years service. Services were held July 17, at the Colonial Funeral Home, Charles Town, W. Va., with burial in Hagerstown, Md. He is survived by his wife, Mary, of Kearneysville.

### RETIREMENTS

**Hugh P. Price,** Legislative Attorney in the American Law Division of the Congressional Research Service, retired on June 29 after over 40 years of Federal service.

Born in Bulls Gap, Tenn., Mr. Price attended Berea College and the Washington College of Law, where he received his LL.B. degree in 1939. He began his Federal career on June 3, 1933, as a clerk on the staff of the United States Senate. In 1938, he was appointed to the position of supervisor of the Reports Unit with the National Youth Administration.

Mr. Price came to the Library of Congress in March of 1944 as an Indexer in the former State Law Section, Legislative Reference Service. He was promoted in 1947 to the position of Digester in the former Federal Law Section and in 1954 to Senior Digester, where he edited the *Digest of Public General Bills and Resolutions.*

In 1958, Mr. Price was assigned to work on the Civil Rights Project of the American Law Division as a Legal Analyst. Upon completion of the project, he continued to work as a Legal Analyst, performing legal research for Members and Committees of Congress. He was promoted to his present position in April.

Mr. Price is a member of the Virginia, Federal, and American Bar Associations as well as the National Lawyers' Club.

**Sidney Smith,** a Bookbinder in the Restoration Office, retired on June 29 after more than 32 years of Government service.

Mr. Smith joined the Government Printing Office as a bookbinder on January 2, 1941. On April 5, 1949, he moved to the library section of the Federal Trade Commission. He returned to GPO on March 5, 1951, from which he was assigned to the Library of Congress in 1962. Mr. Smith became a permanent Library employee on July 1, 1968, when the Restoration Workshop was made a permanent part of the Preservation Office.

Several staff members in the Library's Copyright Office retired during June. They included Hugh M. Heelen, R. Merriman Penn, Louise R. Howard, and Dorinda M. Allen.

**Hugh M. Heelen,** Assistant Chief of the Copyright Office Service Division, retired on June 25 after 38 years of Government service.

Mr. Heelen came to the Copyright Office in

November 1937 after three years at the U.S. Department of Commerce; from that time, except for a period of service with the U.S. Army from September 1941 to December 1945, he was a Copyright Office employee until his retirement.

Mr. Heelen served on the staff of the Service Division from its formation in the late 1940's until his retirement and worked at various times as head of each of its sections before becoming Assistant Chief in 1967.

Notably kind and respected by all, Mr. Heelen will be missed by his colleagues.

On Friday, June 22, a reception was held for **R. Merriman Penn** who retired on June 29. Mr. Penn, a Multilith Machine Operator in the Editing and Publishing Section of the Copyright Cataloging Division, retired after more than 31 years of Federal service. Adelia O. Heller, Assistant Chief of the Copyright Cataloging Division, presented Mr. Penn with a savings bond and cards of appreciation signed by his friends.

Mr. Penn entered Government service in 1942 as a chauffeur at the Naval Observatory. He joined the Subject Cataloging Division of the Library in 1946 and transferred to the Copyright Cataloging Division in 1952.

On May 31, **Louise R. Howard**, Reviewer-Reviser in the Book Section of the Copyright Cataloging Division retired after more than 31 years of Federal service. Leo J. Cooney, Chief of the Copyright Cataloging Division, presented Mrs. Howard with a savings bond and cards signed by her friends at a reception held in her honor on May 23. Also attending were Mrs. Howard's husband, children, and grandchildren.

A graduate of Howard University in 1941 where she received an A.B. degree with a major in history, Mrs. Howard completed graduate work at Howard University and American University. Before coming to the Copyright Cataloging Division in 1951, Mrs. Howard was employed by the Bureau of Engraving for one year, the Navy Department for 10 years, and the Veterans Administration for one year. Mrs. Howard was promoted in 1969 to the position she held at the time of her retirement.

**Dorinda M. Allen**, Special Assistant to the Register of Copyrights, retired on June 30 after more than 22 years of Government service. Most of her career was with the Copyright Office of the Library of Congress.

Mrs. Allen was originally appointed to the Copyright Cataloging Division on October 1, 1951, as a clerk-typist. In September 1954, she joined the staff of the office of the Register of Copyrights as a time and leave clerk and thereafter received several promotions to increasingly responsible positions in the Register's Office. Between July 1966 and February 1969, she served as Secretary in the Office of the Coordinator of Building Planning in the Librarian's Office and as Secretary to the Director of the Administrative Department, returning to the Copyright Office in February 1969 as Special Assistant to the Register.

Her ability to meet personnel and administrative situations calmly and sympathetically, and her willingness to take over new responsibilities when the occasion arose, was rewarded with several outstanding performance ratings and a letter of commendation from John G. Lorenz, Deputy Librarian of Congress.

She and her husband, Bill, are planning to move to California. Her friendly and cooperative attitude toward her colleagues, friends, and patrons of the Copyright Office will be sorely missed.

*Pvt. Davis*

AWARDS

**Lenuex O. Davis**, Private in the Library of Congress Special Police Force, was awarded a trophy on June 15, on the completion of a four-week course in police work at the Federal Protective Services Training Academy. Officer Davis ranked first in a class of 28 for the Physical Fitness and Self Defense Competition Award.

**Theortis E. Jones**, Private, completed the four-week

*Mr. Stritman and Mr. Mumford*

training course on June 29, and other officers will be scheduled soon for the course.

**Harry R. Stritman,** former Field Director of the Library of Congress PL 480 Program in Israel, received a Superior Service Award in ceremonies held in the Librarian's office on July 12. Mr. Stritman was commended for his "remarkable diligence, energy and resourcefulness in establishing and developing the Library of Congress' Public Law 480 Program in Israel during the decade of its operation . . . . "

During his years as director, the Library's Tel Aviv office did preliminary cataloging for all titles acquired, and also compiled and distributed the *Accessions List: Israel,* recognized as one of the major bibliographic tools in the field of Judaic studies.

## PERSONNEL CHANGES

**Appointments:** Jeffrey M. Clark, library technician, GS-5, G&M, 4848; Marion B. Dodson, clerk-typist, GS-3, Cop Serv, 7-200; Frederick R. McDermott, descriptive cataloger, GS-9, Desc Cat, NP; Sharon L. Robinson, clerk-typist, GS-1, Cop Serv, NP; Robert W. Stewart, console and peripheral equipment operator, GS-5, ISO, 4826; Harvey Gordon West, Jr., descriptive cataloger, GS-9, Desc Cat, 4893.

**Temporary Appointments:** Deborah Sharon Barton, editorial assistant of catalog publications, GT-5, Cat Publ, 4887; Alan W. Brown, clerk, GS-3, CRS C, NP; Christopher V. Dresden, editorial assistant of catalog publications, GT-5, Cat Publ, 4887; Celeta C. Hamilton, library aid, GS-1, Inf, NP; Denise E. A. Murray, editorial assistant of catalog publications, GT-5, Cat Publ, 4887; Deborah Papier, editorial assistant of catalog publications, GT-5, Cat Publ, 4887.

**Reappointments:** Naomi Y. Braxton, card drawing clerk, GS-3, Card, 11-300; Cynthia J. Johansen, descriptive cataloger, GS-9, Desc Cat, 4893; James W. McClung, public information specialist, GS-7, Inf, 4970; Wendy D. Morgan, editorial assistant of catalog publications, GT-5, Cat Publ, 4887.

**Promotions:** Agnes Bowles, to assistant secretary, GS-5, LAPS, 4846; Emmanuel J. DeMesme, deck attendant, GS-3, S&R, 4-600; Prentiss L. Gillespie, Cat Publ, to librarian writer/editor, GS-11, Preserv, 4853; Lola J. Thompson, to reviewer, GS-9, Subj Cat, 4937.

**Transfers:** James Milton Golin, Photodup, to card drawing clerk, GS-3, Card, 11-500; Robert L. Chartrand, CRS D, to specialist in information sciences, GS-16, CRS SPR, NP; Ronald G. Jones, Photodup, to card drawing clerk, GS-3, Card, 11-500.

**Resignations:** George C. Cushing, ISO; Arthur J. Rynearson, CRS F.

## STAFF ACTIVITIES

**Elizabeth H. Kegan,** Assistant Librarian of Congress, represented the Library at a meeting of the American Revolution Bicentennial Commission at the Statler-Hilton Hotel, on July 9 in Washington, D.C. **James H. Hutson,** Coordinator of LC's Bicentennial Programs, also attended.

The Commission officially recognized a proposal by Mrs. Helen Bentley, Chairman of the Federal Maritime Commission, to create an American Bicentennial Fleet, which would sail from port to port in 1976, bringing to each city visited, exhibits, musical and dramatic performances, lectures, etc.

The Commission also voted to make a $200,000 grant to the National Historical Publications Commission to assist the NHPC in financing, on a matching-fund basis, projects relating to the "Founding Fathers" and the American Revolution in general. As a member of the NHPC, Mrs. Kegan strongly supported this proposal and answered several queries about NHPC programs.

Reports were presented by the chairpersons of the ARBC's Heritage, Festival, and Horizon Committees. The meeting, which adjourned at 3:45 p.m., may have been the last official gathering of the Commission, since a bill to convert it to an Administration has passed the House and is expected to be voted upon by the Senate before its scheduled August 3 recess.

**Leo A. Orleans,** China Research Specialist in the Reference Department Office, has returned from a three-week visit to China as a member of the American medical delegation under the sponsorship of the Committee on Scholarly Communication with the People's Republic of China, the National Academy of

Sciences, and the Chinese Medical Association. The primary purpose of the delegation was to obtain an overview of China's medicine and public health, but in the course of visiting seven cities and a number of rural communes, the group also obtained a brief but fascinating glimpse of life in China.

ANNOUNCEMENTS

**Lynda A. Doran** and **Richard M. Fox** were married on June 2 in Saint Rita's Church, Alexandria, Va. Mrs. Fox is a Copyright Cataloger in the Copyright Cataloging Division and Mr. Fox is a Map Cataloger in the Geography and Map Division of the Library of Congress. Mr. and Mrs. Fox will make their home in Arlington, Va.

**Mr. and Mrs. Alvin Louallen** are the parents of a girl, Lashaun Carla, born July 7 at Columbia Hospital for Women. Mr. Louallen is a Motor Vehicle Operator in the Motor Vehicle Unit, Central Services Division, and Mrs. Louallen is employed by the Department of Transportation.

**Peter Watters** of the Reference Department has been elected President of the Library of Congress Federal Credit Union. He will complete the unexpired term of Ralph Henderson who resigned from that office concurrent with his retirement from the Loan Division. Mr. Henderson will continue to serve on the Credit Union's Board of Directors.

Jennifer Magnus, Order Division, was elected to succeed Mr. Watters as Vice President.

## LIBRARY OF CONGRESS PUBLICATIONS

*Accessions List: Pakistan.* ISSN 0041-7777. Vol. 12, No. 5. May 1973. (pp. 51-64.) Continuing subscriptions free to libraries upon request to the Field Director, Library of Congress Office, American Consulate General, Karachi, Pakistan.

*A List of Geographical Atlases in the Library of Congress, with Bibliographical Notes.* Vol. 7. Titles 10255-18435. Compiled by Clara Egli LeGear, Geography and Map Division, Library of Congress, Washington, 1973. (cxxx, 708 p.) For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402 for $9.40 a copy, domestic postpaid (LC5.2:G29).

This volume constitutes the third supplement to *A List of Geographical Atlases in the Library of Congress,* which was compiled under the direction of Philip Lee Phillips and published in four volumes from 1909 to 1920. Volume seven describes 8,181 atlases of the Western Hemisphere received in the Library of Congress between 1920 and 1969. No atlases published after 1967, however, are included.

**Correction**: An article in the July 6 *Information Bulletin,* "Card Division To Distribute Cards For MARC Map Tapes," incorrectly read: "The tapes . . . cover all single and multisheet thematic maps, map sets, and maps treated as serials in all Roman alphabet languages." The words "Roman alphabet" should be deleted.

## FOOD SERVICE IN THE LIBRARY

*(Continued from p. 262)*

by the Poetry Room and Office). At the beginning of 1942 Mr. MacLeish changed the round table's program and participants. He explained in a letter to a Supreme Court Justice on November 14 that year: "Instead of having the staff of the Library of Congress present with occasional visitors . . . and other sprites, blades, and wits, I had thought of a Round Table membership of men of heart and spirit and intelligence outside the Library, with occasional members of the staff being invited to lunch with them. The maximum permitted by the enlarged round table, which will replace the present horror with ungainly wings, is twelve. . . . The Round Table would have only one rule, which would be that its conversation would be confined to those vast and unending asphodel meadows where letters and scholarship bloom tra la. In other words, it would be treason to talk politics or economics, or even the war, except from the point of view of men devoted to learning eating together in the world's greatest library."

The weekly gathering of luminaries, however, was short-lived. The disastrous November 28, 1942, fire at the Cocoanut Grove nightclub in Boston in which 491 persons were killed touched the public consciousness, and in January 1943 the District of Columbia Fire Marshal closed down the Library's cafeteria, pointing to the inadequate emergency exits; the main means of exit was down the elevators. At about the same time, the Association lunchroom in the cellar bore its share of criticism. A January 1944 report from the Association to the Library about an inspection read in part: "The inspector fumed going down the elevator—airless, totally airless. To alleviate his discomfort through lack of air, he took a tablet—

nitroglycerin. . . . When he saw the coffee mugs, he condemned them on sight. He said the Library Annex lunchroom would rate x or z (if eating places were graded on physical structure)." The cellar lunchroom was closed that same month and in February a new lunchroom opened in space prepared on the first floor of the Annex Building, on the north side of the west front (presently the location of the Orientalia Division). The lunchroom, which the Association again operated, served brunch, lunch, and snacks to an average of 750 persons daily.

But the search for a permanent cafeteria location continued. A Staff Advisory Committee, which had been appointed in 1943, and administrative officials deliberated over a number of sites, among them the southwest courtyard which the Architect of the Capitol estimated would cost $225,000 to enclose; the northeast pavilion on the basement floor of the Main Building; and the northeast corner of the Annex Building on the third floor, for which Congress actually authorized $40,000 in the 1946 Legislative Appropriations Act. When, a year later, the cost estimates had more than quadrupled to $180,000, the plan was dropped.

Pressure to vacate the Annex lunchroom came in the late 1940's precipitated by a need for additional research and office space. The Library requested $150,000 in fiscal year 1950 for the installation of an "interim" cafeteria in the cellar between the two buildings but was denied the money by the Congress. The following year, the Library again asked for cafeteria funds—this time $200,000, since costs had increased—and received Congressional approval. Plans were completed in March 1951, and work began immediately in an area next to what then was the generator room. The plans specified that the cafeteria would be enlarged and improved when the generator substation was removed as part of the Capitol Power Plant improvements.

The new cafeteria opened on December 3, 1951, boasting a seating capacity of 140 persons and continuous hours of service from 7:30 a.m. to 3:30 p.m. Monday through Friday. An article in the November 26, 1951, LC *Information Bulletin* announcing the opening reported that, "The Library Administration realized that the new cafeteria is not as large as it should be, nor is it ideally situated. Nevertheless, the new arrangements are superior to the old [the Annex lunchroom closed the same day] in several respects—in equipment, equidistance between the buildings, and above all in variety of food served." A contract with GSI to operate the cafeteria was signed.

Expansion of the cafeteria began 11 years later necessitating a shut-down of the facility on July 28, 1962, for a period of eight months. In order to relieve the noontime crush in the two existing snack bars, the Library installed picnic tables and benches in the southwest and northwest courtyards and, for protection from the sun and rain, the U.S. Army lent the Library two tents which were pitched canopy-style around the center of the southwest court. A description of the site appeared in the July 9, 1962 *Information Bulletin:* "With all respect and gratitude to the Army, the tents are scarcely the gayly striped canopies designed for eating canapés in Paris; rather they appear to be veterans of long-forgotten Army campaigns. Although former servicemen and women on the staff may experience some nostalgia, the Southwest Court will, for the current season, lack the attractive atmosphere of recent years, when the welfare and Recreation Association decorated it with colorful beach umbrellas."

On March 4, 1963, with appropriate pomp, the Librarian of Congress, L. Quincy Mumford, snipped a ribbon and opened the "new" cafeteria. Hundreds of staff members passed through the cafeteria lines to consume 94 dozen doughnuts and 1,320 cups of coffee which GSI provided free of charge for the opening ceremony. The cafeteria had changed considerably, with seating capacity increased to 500, the installation of air-conditioning, and a "floating" ceiling to conceal the pipes overhead; and provision of two complete serving lines, a separate grill section, and a soda fountain. New and modern equipment, including a dishwashing machine, had been installed in the enlarged kitchen. A special order announced to the staff that, "With anticipation of wide staff use, the Library has arranged with GSI to provide a varied and more complete daily menu than in the past. Five entrees will be available, a variety of vegetables, and eight to ten salad choices. Desserts will include pastries from the GSI central bakery, fresh fruits, custards, and several flavors of ice cream."

The intervening decade has witnessed half a dozen price increases, due to increases in labor wages and the cost of food. The price of a cup of coffee alone doubled, from 8 cents in 1965 to 16 cents today. The number of recorded complaints has been small, although no one would deny that grumbling over the quality, quantity, and cost of food in the cafeteria is relatively frequent. In the spring of 1967 dissatifaction with the slowness in cleaning off tables in the cafeteria (by GSI staff) resulted in the present practice of self-service. The shutdown of the GSI

bakeshop which provided freshly-baked pastries made from real butter and cream passed with a mournful note in 1968. A petition citing nine deficiencies, circulated among the staff early this year, attracted more than 800 signatures. The complaints ranged from the lack of napkins, silverware, cups, tea bags, water glasses, and trays to failure to provide efficient service on the serving line.

Today the Library cafeteria is managed by Mrs. Virginia Griffin, a long-time GSI employee. At the Library she supervises a staff of 25 full-time and part-time employees who work a total of 194 hours daily. Raw food items are delivered by truck to the Library from GSI's Central Warehouse in southwest Washington, D.C. The cafeteria staff prepares the food, serves it, and cleans up afterwards. All food served at the Library, with the exception of certain component items such as salad dressings and baked goods, is prepared in the Library's kitchen. The cooks follow standard recipes, of which GSI has 2,600. Identical menus are offered in all of the GSI conventional cafeterias, numbering more than 35 in the Washington, D.C. area.

Staff, readers, and visitors alike will have yet another place to eat when the cafeteria on the top floor of the new James Madison Memorial Building is completed. The Madison cafeteria will seat more than 900 persons. And the glass walls enclosing it will provide a bird's-eye view of the city of Washington, as did the original third-floor cafeteria in the Main Building so many years ago.

## ZIMMERMAN, BRAY RECEIVE ALA AWARDS

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contribution to librarianship in the field of technical services by a younger member of the profession. Mr. Zimmerman accepted the American Library Association's Resources and Technical Services Division award at their program meeting held on June 25 during the Annual ALA Conference in Las Vegas.

In part, the citation stated: "Within six years Glenn A. Zimmerman has shown outstanding promise for continuing contributions to technical services, specifically for the work he has performed at the Library of Congress on the Cataloging in Publication Program. The impact of his work will have a far reaching effect upon cataloging practices. His numerous publications in periodicals and service in professional associations attest to his commitment to the library profession as a whole, and to the standards of excellence honored by this award."

Mr. Zimmerman has been at the Library of Congress since 1967 when he joined the staff as a Special Recruit.

Robert S. Bray, recently retired Chief of the Library of Congress Division for the Blind and Physically Handicapped, was named the recipient of the 1973 Exceptional Service Award of the Association of Hospital and Institution Libraries of the American Library Association. The former Library official received the award, highest given annually by the AHIL, in person at the AHIL annual dinner on June 25 in Las Vegas during the Annual ALA Conference.

Margaret M. Kinney, AHIL President, in presenting the award to Mr. Bray, read the accompanying citation, which read in part: "The 1973 Exceptional Service Award of the Association . . . is presented to Robert S. Bray in recognition of distinguished services on behalf of the blind and physically handicapped of the United States. As Chief of the Division for the Blind and Physically Handicapped . . . , he labored long and steadily not only to increase the public's and the librarian's awareness of the needs of this unserved segment of the population but also to provide the hardware which would make service possible in expeditious fashion. In pursuing his cause he gave generously of his boundless energies to the library profession, participating in the creation of the ALA Round Table on Library Service to the Blind and serving the Association in many capacities including president . . . . He is the recipient of many honors, and to these we wish to add our, "Well done . . . "

## NEWS IN THE LIBRARY WORLD

### Standardization in Publishing Discussed at SLA Program

Carol Nemeyer, Senior Associate for Education and Library Services, Association of American Publishers; William A. Gosling, CIP Program Manager, Library of Congress; Sandra Paul, Random House, Inc.; and Paul Vassallo, Director, National Serials Data Program, participated in a Special Libraries Association program on "Standardization in the Publishing Industry" held on June 12. [See LC *Information Bulletin* of July 6 for complete report of SLA Annual Conference.]

A panel chaired by Mrs. Nemeyer covered three major areas of standardization in the publishing field: Cataloging in Publication, International Standard

Book Numbers, and International Standard Serial Numbers.

Mr. Gosling explained how the CIP Program operates to supply publishers with standard LC cataloging data for printing in the books and how this information can be used by librarians to prepare their own bibliographic record.

Miss Paul explained how the ISBN program was set up at Random House as a working system to control titles during production and in stock. She discussed many of the problem areas encountered in establishing a standard numbering system for books within a publishing firm and suggested ways librarians could use these numbers to expedite their book orders.

A progress report on the program to assign ISSN numbers to American serials was explained by Mr. Vassallo. He highlighted both the national and international developments in establishing a standard numbering system for serials and how these numbers are of use to librarians.

**HEW Grants $10 Million to Schools, Libraries**

More than $10 million in grants has been given by the U.S. Department of Health, Education and Welfare to 2,044 of the nation's higher education institutions to acquire library materials. An additional $74,318 in grants has been given to 17 public and non-profit library institutions whose primary function is to provide colleges and universities with library and information services on a regular, cooperative basis.

Each eligible institution received a $5,000 grant except for those that estimated library resource expenditures of less than that amount during fiscal year 1973.

The grants were awarded under Title II-A of the Higher Education Act of 1965, as amended, for the improvement of services to college and university libraries. No matching funds are required. The awards are used by the institutions for the acquisition of materials such as books, periodicals, documents, other printed and published materials, magnetic tapes, phonograph records, and audiovisual materials.

Since the inception of the College Library Resources Program in fiscal year 1966, more than $121.5 million through 13,472 grants has been made available to institutions of higher education and has resulted in the acquisition of approximately 13.6 million library volumes.

**CLA Establishes $10,000 Research Grants**

The Canadian Library Association has established a fund of $10,000 per annum to provide grants in aid of research to individual CLA members. The grants will range from $1,500 to $2,000. Applications for grants should be in the form of a research proposal with a brief statement of the problem or purpose, a summary of related research, the method to be used, and potential application of results. Interested CLA members should write to CLA Headquarters, 151 Sparks St., Ottawa, Ontario K1P 5E3 for a project proposal form. The deadline for submission of proposals is December 1.

**Diet Library Announces Staff Changes**

Tsuyoshi Saito, Associate Librarian of the Japanese Diet Library in Tokyo, retired on June 22. Appointed as the new Associate Librarian is Heihachiro Suzuki, Director of the Administrative Division, who first visited the Library of Congress in 1959 and later accompanied Takao Suzuki, then Librarian of the National Diet Library, in 1962 to Washington, D.C., Mr. Suzuki is the author of perhaps the most comprehensive account of the Library of Congress in Japanese entitled "The Story of the Library of Congress–Its Development as a Great National Library" which appeared in N. D. L. Library Science Series No. 11 in 1967.

Yasushi Sakai has been named as Director, Administrative Division, succeeding Mr. Suzuki; and Shoji Ogasawara as Director of the Reference and Bibliography Division, succeeds Mr. Sakai.

**ASIS Chapters to Sponsor Seminars**

The first of a series of continuing education seminars sponsored jointly by the northern Ohio and Pittsburgh chapters of the American Society for Information Science will focus on systems analysis. The two-day session is scheduled for September 21-22 at the Webster Hall Hotel adjacent to the University of Pittsburgh campus. The seminar will consist of several workshop sessions designed for those who wish to acquire a working, practical knowledge of systems analysis as it applies to everyday library and information center operations.

Information about the seminar is available from Ann T. Brown, 901 Timberline Dr., Akron, Ohio 44313, or from K. Leon Montgomery, Information Science, 408 LIS Building, University of Pittsburgh, Pittsburgh, Pa. 15260.